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Suzanne Updegraff
President
Employee Development Systems, Inc.
7308 South Alton Way
Suite 2-J
Centennial, CO 80112

Re: King & Spalding Director's Retreat - February 2003

Dear Suzanne:

Thank you for assisting with our Winter Staff Retreat on February 14, 2003. As you know, the goal of the Winter Retreat was to set the stage for increased cross-departmental collaboration within the administrative support staff at King & Spalding. Your training was very effective because you tailored the program to the needs of our senior staff and modified it to "fit" with our culture. The written materials dealing with feedback were also very effective. Thank you again for your help in making our first annual Winter Retreat a success.

Sincerely,



Patrick C. Glisson